

March 2024

Pentyrch Bowling Club: Equality Policy

Pentyrch Bowling Club (PBC) is fully committed to the concept of equality and will conduct its activities to ensure that no members are unfairly discriminated against. Furthermore, PBC will make sure that no members are treated less favourably on the grounds of age, gender (sex), disability, ethnicity, race, pregnancy/maternity, marriage or civil partnership, nationality, religious belief, political persuasion, social background, sexual orientation and gender reassignment. While primary responsibility for providing equality lies with PBC, individual members have responsibilities to refrain from unlawful actions and to assist in preventing discrimination of any kind and promoting equality. Everyone will be treated with respect and PBC strives to provide an environment free from victimisation.

General Statement of Policy

This policy will be strictly adhered to by all of its members.

The following standards apply:

- No member or prospective member will receive less favourable treatment or be disadvantaged by any circumstances, conditions or requirements that cannot be justified.
- Every member is entitled to expect equality of opportunity in all aspects of their membership, including its terms and conditions.
- Every potential member is entitled to expect that consideration of any membership application will be free from all unreasonable barriers.
- Every member will comply with any measures that are introduced to ensure equality of opportunity and non-discrimination.
- No member will induce, or attempt to induce, other members or the Committee to discriminate against others.
- No member will harass, abuse, bully or intimidate another member on any grounds.
- No member will victimise another member on the grounds that they have made complaints or provided information about discrimination or harassment.
- All members have responsibility for implementing fair practices and challenging unfair discrimination.
- All persons will be afforded dignity and treated with respect.
- Differences between people will be recognised, acknowledged and celebrated.

Equality of opportunity is accepted as a core value of PBC and they will monitor all practices for direct or indirect discrimination. All members will be made aware of this policy.

Dealing with breaches of this policy

PBC regards all forms of discriminatory behaviour as unacceptable and will ensure that members feel able to raise any bona fide complaint or grievance related to such behaviour without fear of being penalised for doing so. Appropriate action will be taken against any member who violates PBC's Equality Policy.

Where an individual believes that he or she has been treated in a way that they consider to be in breach of this policy and an apology from those responsible or other form of informal redress is either insufficient or inappropriate, they should bring the matter to the attention of PBC's management committee. Where appropriate, the management committee will initiate a confidential investigation into the matter complained of in accordance with PBC's complaints and grievance policy. Any person against whom a complaint has been raised will be informed of what is alleged and given the opportunity to present their side of the matter. The outcome of the investigation will be notified to the parties concerned, in writing.

If the investigation reveals unacceptable discriminatory behaviour on the part of a member, appropriate actions will be sanctioned by the Committee. Such actions may include, but are not limited to, a written admonition concerning a member's future conduct or a temporary or permanent exclusion of that member from PBC. In deciding what actions to take, the Committee will consider the severity of the matter and any mitigating circumstances.

Where violation of the Equality Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

